CAPTAIN'S CAREER COURSE

Lesson: Leader Development Progra

TERMINAL LEARNING OBJECTIVE

- **ACTION: Develop a Leader Development Program for Junior Officers.**
- **CONDITIONS: Given a completed company commander OER Support Form, blank OER Support Form and Junior Officer Developmental Support Form,**
- **STANDARD: Develop a Leader Development Program for junior officers to include completing an OER Support Form and Junior Officer Developmental Support From IAW AR 623-105 (Oct 97).**

SAFETY, RISK, AND ENVIRONMENTAL CONCERNS

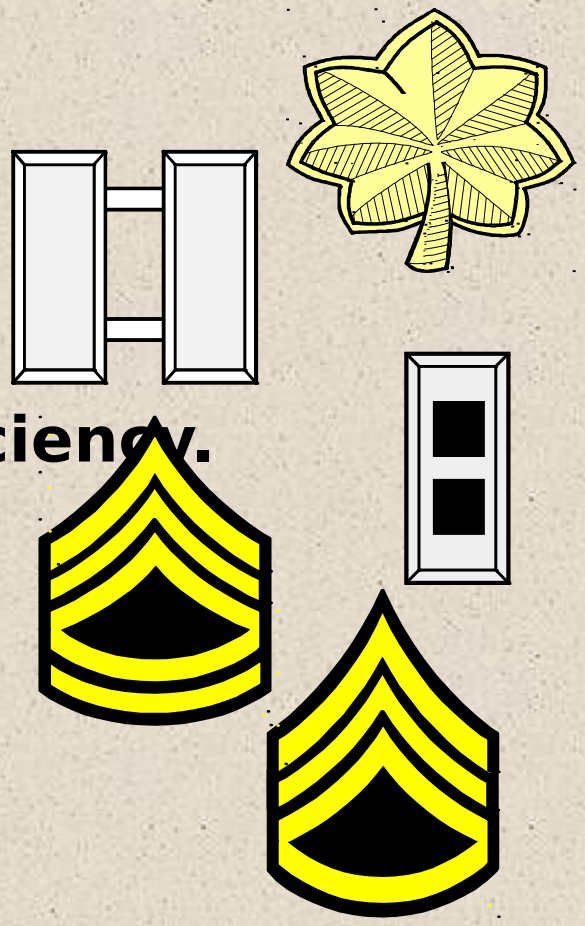
- **Safety Considerations: None**
- **Risk Assessment Level: Low**
- **Environmental Considerations: None**

PRIMARY REFERENCES

- **FM 22-100 Military Leadership**
- **AR 623-105 Officer Evaluation Reporting System**

NINE LEADERSHIP COMPETENCIES

- Communication.
- Supervision.
- Teaching and counseling.
- Soldier team development.
- Technical and tactical proficiency.
- Decision making.
- Planning.
- Use of available systems.
- Professional ethics.



STEPS OF THE PROCESS

- **Decide what skills, knowledge, and behavior you wish to assess.**
- **Make a plan to observe performance.**
- **Observe performance and record.**
- **Compare performance to standards.**
- **Performance exceed, meet, or below**
- **Provide feedback.**

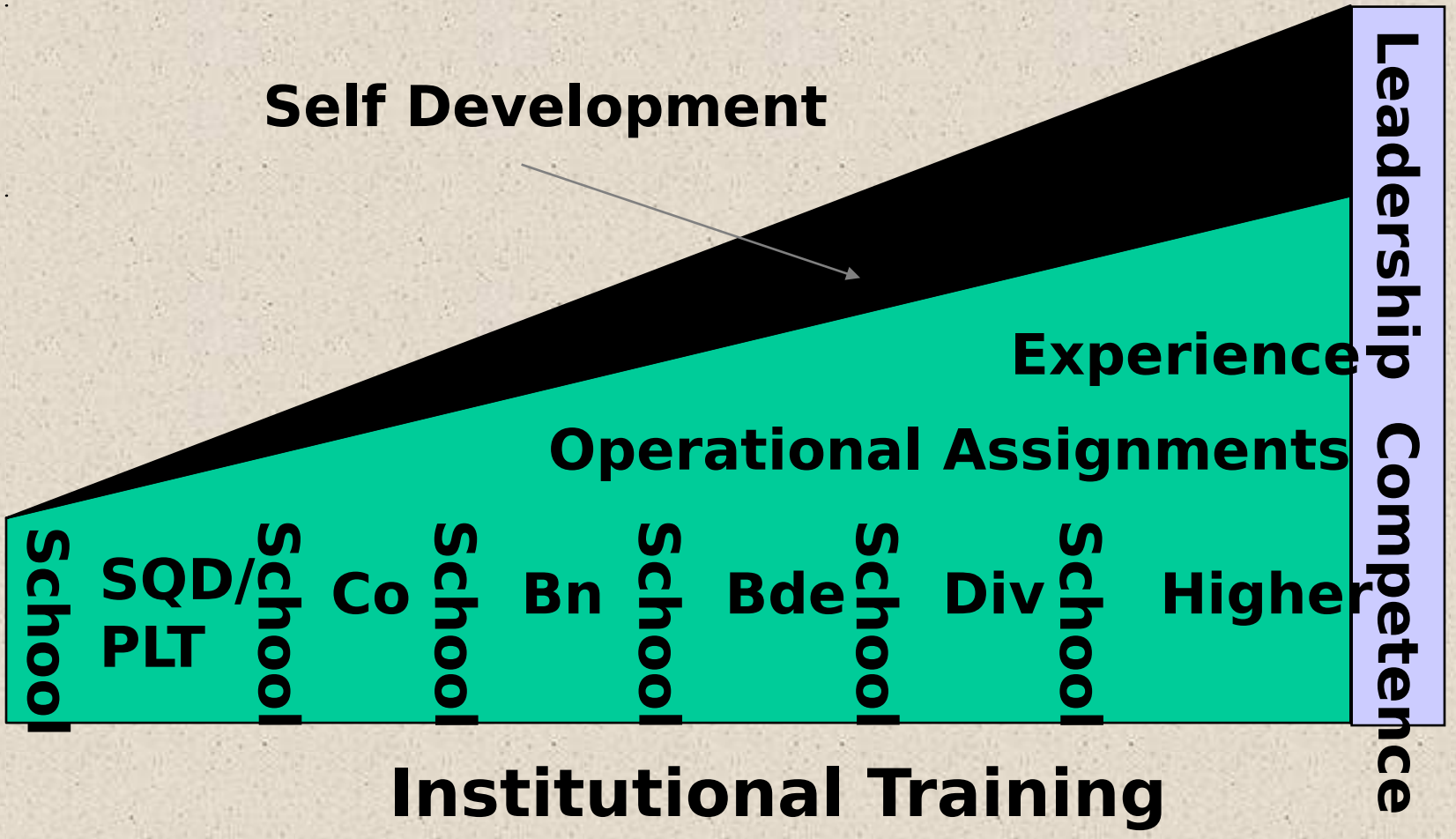
PREPARE ASSESSMENT SUMMARY

- **Includes competencies observed.**
- **Rates each competency.**
- **Uses performance comments in those ratings.**
- **Not an efficiency**

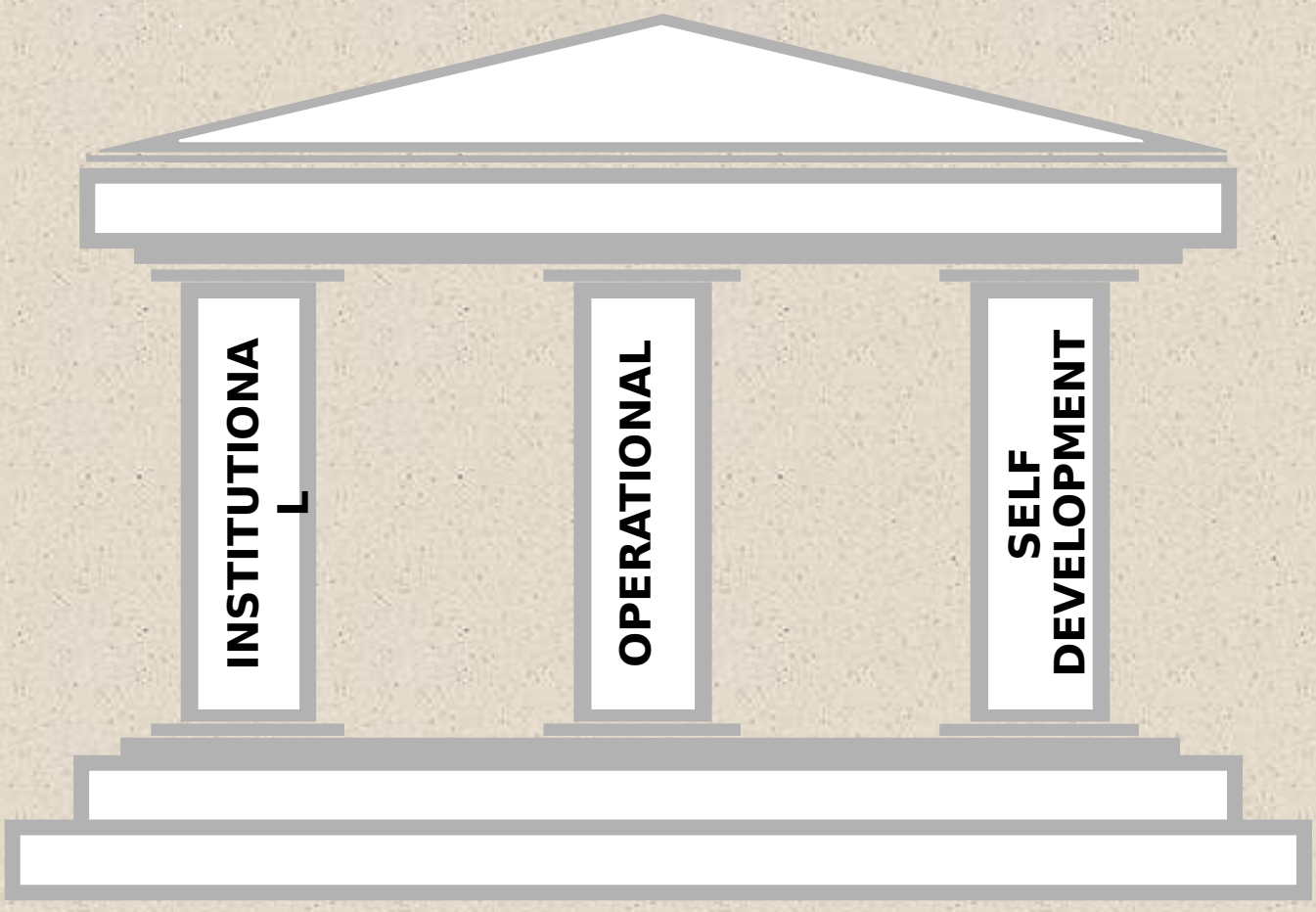
DEVELOPMENTAL ACTION PLAN

- **Goals set by individual and supervisor.**
- **Maximizes strengths, improves weakness.**
- **Specific, progressive, and sequential plan.**
- **Very specific goals identified (common goals).**

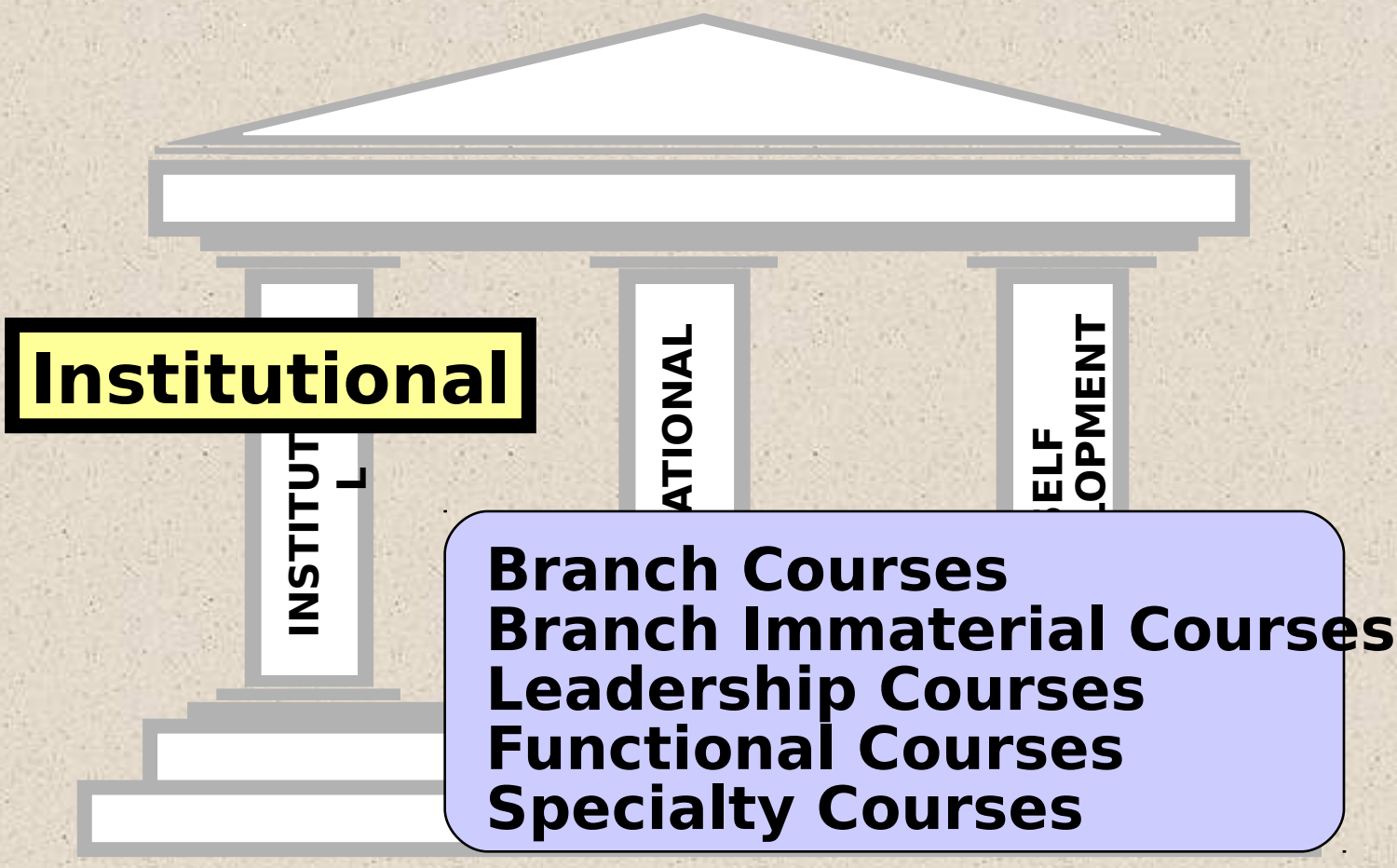
DEVELOPMENT MODEL



LEADER DEVELOPMENT SYSTEM



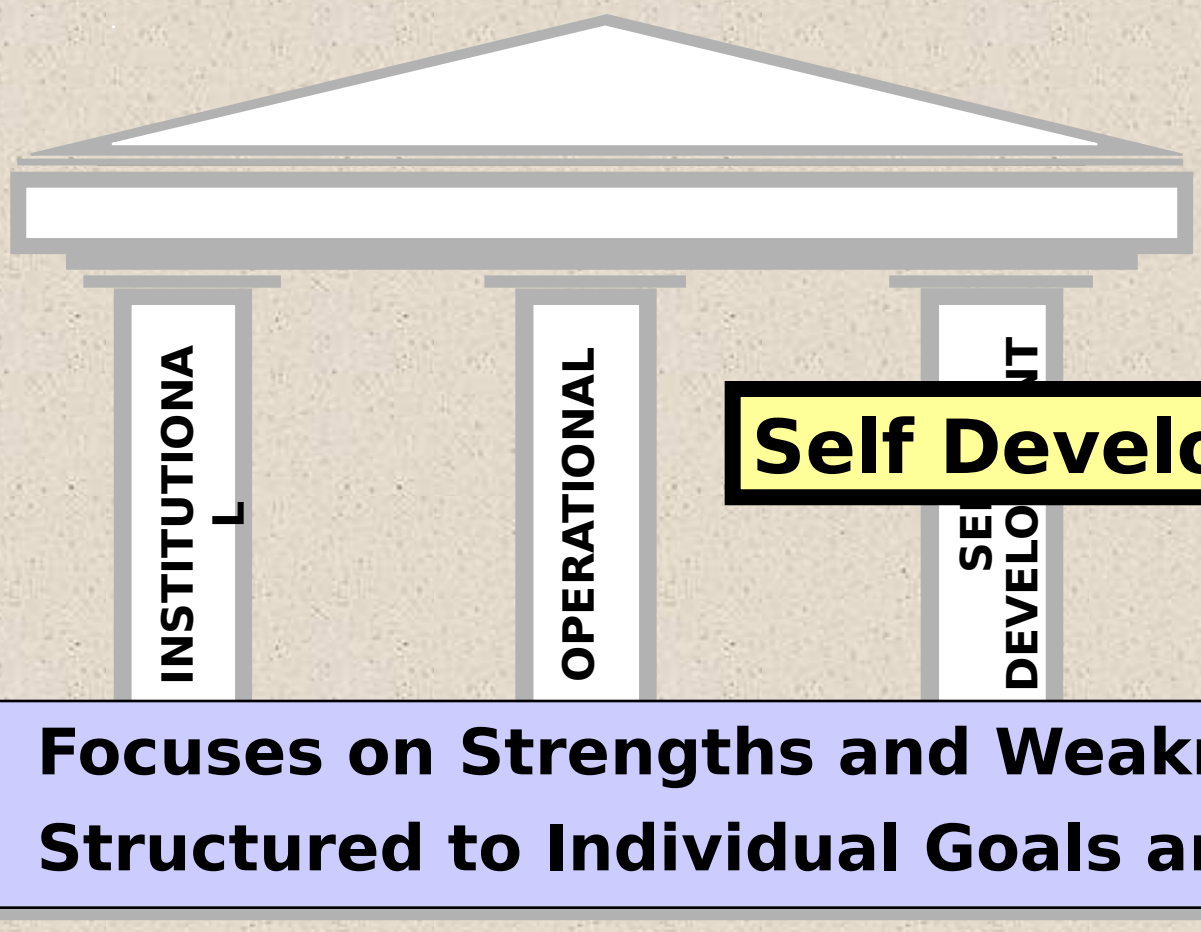
LEADER DEVELOPMENT SYSTEM



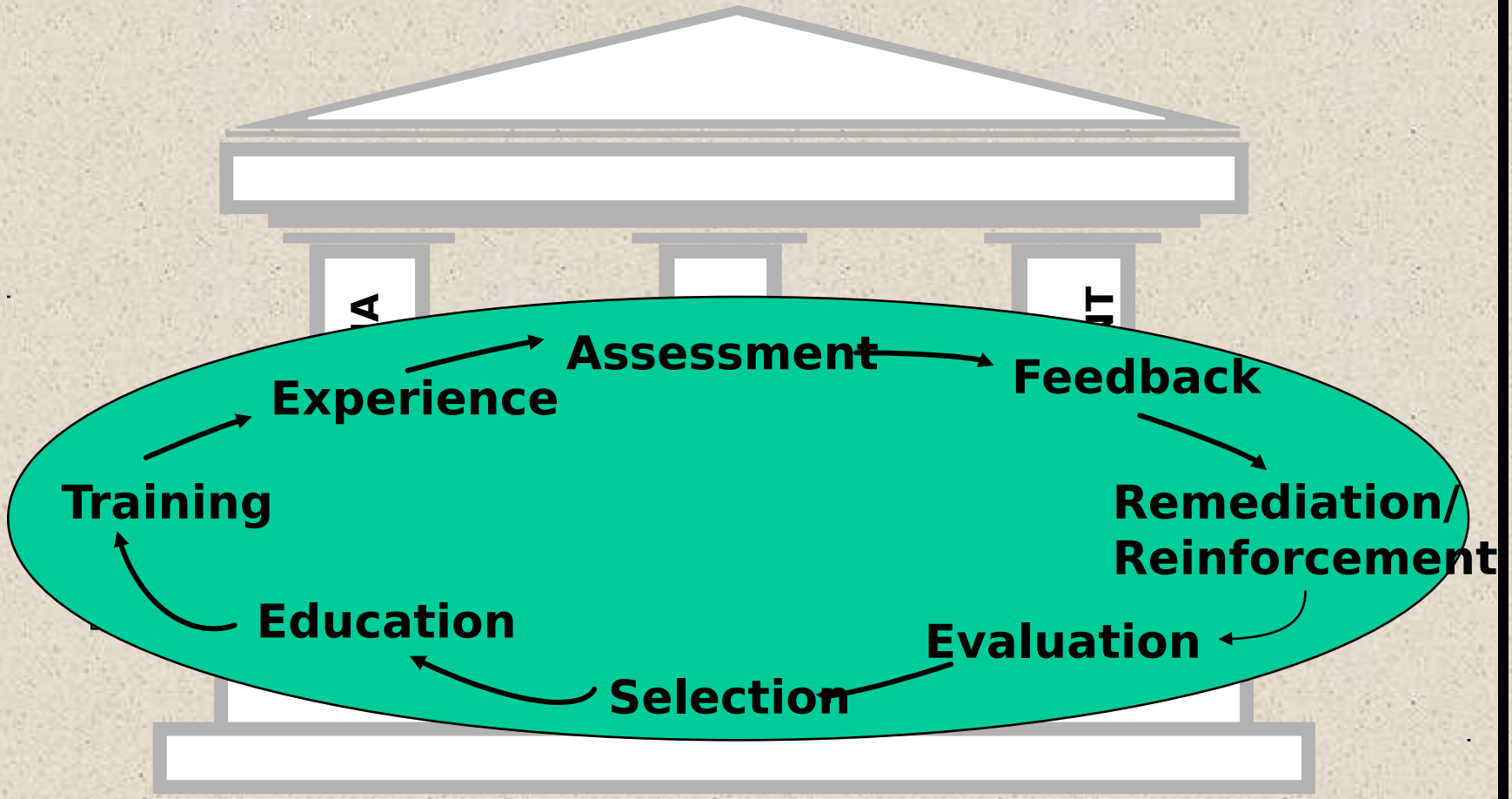
LEADER DEVELOPMENT SYSTEM

Hones and Broadens SKBs
Dependent on Cmd Climate and Ldr Involveme
Experience
METL - Based Leader Training

LEADER DEVELOPMENT SYSTEM



LEADER DEVELOPMENT PROCESS



THE PLAYERS

- **Officers.**
- **Warrant Officers.**
- **NCOs.**
- **Emerging Leaders.**
- **Senior Leaders.**
- **Raters.**
- **Individuals.**

DEVELOPMENT OBJECTIVES

- **Provides goals and direction.**
- **Attainable, measurable, focused.**
- **Tailored to unit and individual goals and needs**

METHODOLOGIES

- **Personnel assignment and utilization.**
- **Training and developing leaders.**
- **Leader assessment and performance counseling.**
- **Developmental action plan.**
- **Special actions to support leader development.**

OER SUPPORT FORM

- **Purpose**
  - **To promote a top down emphasis on leadership communication, integrating rated officer participation in objective setting performance counseling, and evaluation.**
- **Responsibilities.**
  - **Rated officer.**
  - **Rater.**
  - **Intermediate officer.**
  - **Senior rater.**

JUNIOR OFFICER DEVELOPMENT SUPPORT FORM

- **Purpose**
  - **To assist in the rapid, equal, and fair transition and professional development of Army junior officers.**
- **Responsibilities.**
  - **Rated officer.**
  - **Rater.**
  - **Intermediate officer.**
  - **Senior rater.**

OER

- **Purpose.**
  - **DA Form 67-9 is used by rating chain members to provide DA with performance and potential assessments of each rated officer. It also provides evaluation information for use by successive members of the rating chain, emphasizes and reinforces professionalism, and supports the specialty focus of OPMS.**
- **Responsibilities.**
  - **Rated officer.**
  - **Rater.**
  - **Intermediate officer.**
  - **Senior rater.**

SUMMARY

- **ACTION: Develop a Leader Development Program for Junior Officers.**
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